



THE DAILY BEAT

This publication is provided by the [Governor's Office of Indian Affairs](#) and the [State-Tribal Economic Development Commission](#). The Daily Beat provides daily updates, announcements and articles relevant to Indian Country in Montana. Current and archived issues can be found on the [State-Tribal Economic Development Commission](#) website. Questions? Email Billie Rusek at brusek@mt.gov or Heather Sobrepeña-George at hsobrepena@mt.gov

MONTANA TRIBAL NEWS:

NORTHERN CHEYENNE LOOK TO RUN FOR HEALING DIVISIONS

By Daniel Person, Big Horn County News (01/03/08)

With the Northern Cheyenne Reservation thrown into turmoil by the removal of its top executive by Bureau of Indian Affairs police, one resident there is hoping a nine-year tradition will have the power to bring together his fractured people.

VOTERS ELECT THREE NEW COUNCIL MEMBERS

By Kim Swaney, Char-Koosta News

PABLO - With more than 1,500 voters going to the polls for the 2007 Tribal Council general election Saturday, Dec. 15, and the canvassing of the absentee and contested ballots on Wednesday, Dec. 19, voters elected three new council members and gave overwhelming support for James H. Steele, Jr. of Arlee with a historical record number of votes with 1,058 in a general election.

In 2005, Steve Lozar, Polson District Tribal Council Representative, garnered 918 votes as the top vote getter. Ten years ago it was Mary Lefthand of Elmo who received the most votes with 908.

HIGH COURT URGED TO TAKE UP WATER FIGHT- MONTANA WANTS TO SUE WYOMING OVER RIVER COMPACT

By LORNA THACKERAY, Billings Gazette

The U.S. Office of the Solicitor General filed a brief in Washington, D.C., on Wednesday that urged the U.S. Supreme Court to accept a lawsuit Montana wants to bring against Wyoming over water rights on the Tongue and Powder rivers.

FIGUEROA NEW PSD

Bonnie Red Elk, Fort Peck Journal (Volume 2007, Issue 47)

Tribal police Lieutenant Jose Figueroa was recently named as acting Public Safety director effective Monday, November 19.

STATE OIL AND GAS LEASE SALE SCHEDULED MARCH 5 IN HELENA

Special to the Havre Daily News 01/03/08

The quarterly oil and gas lease sale conducted by the Montana Department of Natural Resources and Conservation is scheduled for March 5 in Helena. DNRC has received nominations for the March 5 sale and is requesting comments, said Monte Mason, DNRC Minerals Management bureau chief. Mason said that the only action proposed at this time is issuing leases for possible future exploration and production. "Before any activity occurs, DNRC will prepare an environmental review," Mason said. The state Board of Oil and

Gas must also review and issue a permit before any activity can occur. The March sale includes tracts in the following counties: Beaverhead, Carbon, Carter, Chouteau, Dawson, Fallon, Garfield, Glacier, Pondera, Richland, Sheridan, Sweet Grass, Teton, and Toole. A map and a detailed list of tracts being considered by DNRC may be obtained by calling Mason in Helena at (406) 444-2074. The information is also available on the department's Internet site at: <http://dnrc.mt.gov/trust/mmb/og> Any comments regarding the tracts should be submitted in writing to Mason by Jan. 25 at: Monte Mason, DNRC, P.O. Box 201601, 1625 Eleventh Ave., Helena MT 59620-1601.

HOW HEALTH CARE DOMINATES LOCAL ECONOMIES

By Dana Blankenhorn ZDNet Healthcare 01/01/08

The Missoula, Montana Missoulian has launched a three-day series about [the impact of health care](#) on the western Montana economy.

While we generally bemoan health care in terms of costs, fact is it's a primary driver for economic growth as well.

In western Montana, for instance, the paper estimates one jobs in every eight are tied to health care. The industry is the main driver of the Missoula economy. It's turning I-93 into an industrial corridor.

DIGITAL WORKSHOPS HELP TRAIN TEACHERS OF NATIVE STUDENTS

By Bobbie Whitehead, Indian Country Today© (01/02/08)

WASHINGTON - Teachers of American Indian and Alaska Native students can find free online workshops that will provide additional strategies for increasing student achievement.

Available through the U.S. Department of Education's Teacher-to-Teacher Initiative's Web site, the Office of Indian Education and the Teacher-to-Teacher Initiative collaborated to develop three digital workshops that provide strategies for teachers who may not be familiar with American Indians and Alaska Natives, and their cultures.

JOB VACANCIES:

DIRECTOR OF OPERATION; EXEMPT (Y/N): Yes;
SUPERVISOR: Chippewa Cree Community Development Corporation

SUMMARY: Directs and coordinates activities of the Casino to obtain optimum efficiency and economy of operations and maximize profits by performing the following duties through subordinate supervisors.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following (other duties may be assigned): 1. Plans, develops and implements Casino policies and goals. 2. Coordinates activities of all departments to effect operation efficiency and economy. 3. Directs and coordinates promotion of the Casino to develop new markets, increase share market and obtain a competitive position in the area. 4. Establishes the budget for approval by the CCCDC and meets with them on a regular basis. 5. Establishes the budget for approval by the CCCDC and carefully monitors flow of revenue and expenditures on a regular basis. 6. Assisted by the Controller, develops and maintains internal controls to ensure the security and integrity of cash handling. 7. Assisted by the Security Director, develops and maintains procedures that ensure the physical security of the premises, the safety of customers and employees, the prevention of fraud and the honesty of all games. 8. Develops and monitors Casino procedures to meet the requirements of the CCCDC and Gaming Commission. 9. Ensures the production of regular and special reports on all aspects of Casino operations for the CCCDC on a timely basis. 10. Supervises the training and skill development of all casino employees, directly and indirectly preparing them for additional responsibilities. 11. Oversees the conduct of pre-employment and on the job training. 12. Overall direction of marketing and promotion programs, including advertising, special events and complementary use. 13 With approval of the CCCDC exercises final authority over the hiring and termination of all shift and hourly rate employees and makes recommendations on the continued employment of salaried employees. 14. Sets the policies and procedures for the acquisition, protection, maintenance and disposal of physical assets with final approval of the CCCDC. 15. Confers with administrative personnel and reviews activity, operating and marketing reports to determine changes in programs or operations required. 16. Directs preparation of directives to department managers outlining policy, program or operations changes to be implemented.

SUPERVISORY RESPONSIBILITIES: 1. Managers all Dept. Directors and or Manager, who supervise employees in their respective departments. 2. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

ACCESS TO SENSITIVE AREAS AND INFORMATION

Access to all Casino financial data; Surveillance Viewing Room; Access to all physical areas owned and operated by the Casino except access to sensitive areas only when accompanied by Security; HR personnel files with HR personnel present

KEYS: Administration Office Key; General Managers Office

SIGNATORY ABILITY All contractual obligations of the Casino not to exceed \$10,000 (CCDC approval for amounts over \$10,000); Purchase Requisitions; Complimentary food and beverage certificates; Room Comps; Personnel forms

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Bachelor's degree (BA) from a four year college or university; 4 to 10 years related experience and/or training in the Hotel Resort/Casino industry; or equivalent combination of education and experience.

WORKING CONDITIONS: Must be able to work in a smoke filled environment.

DIRECTOR OF MARKETING: Location: Casino; Reports to: Director of Operations; FLSA: Exempt

JOB DESCRIPTION SUMMARY

Oversees all aspects of development, implementation and management of property-wide advertising and promotions, entertainment, player events, and the Paradise Rewards Club. Works directly with the Director of Operations to ensure all aspects of property efforts enhance the property's image, goals and objectives.

ESSENTIAL DUTIES AND RESPONSIBILITIES (other duties may be assigned)

1. Manage all advertising and public relations programs through internal efforts, internal agencies and vendors. Review and evaluate all marketing, advertising, media and public relations programs.
2. Oversee the effective management, development, implementation and execution of property promotions, including the development of budgets and proformas.
3. Track all programs for efficiency. Monitor daily revenues to insure effectiveness of each program.
4. Serve as casino spokesperson in media and public arenas where deemed appropriate.
5. Work with internal agencies to effectively and efficiently track and report results for all property promotions, entertainment and player events.
6. Oversee the coordination, scheduling, execution and contracts for all promotional and entertainment events including lounge entertainment and headline entertainment.
7. Monitor expenses versus budget figures to ensure compliance.
8. Provide support with regards to research and analysis of casino expenses and revenues, customer service and quality standards.
9. Coordinate with necessary external vendors and internal departments to ensure efficiency of all events and promotions.

10. Maintain timely procedures for the tracking and execution of all pertinent invoices and bills with regard to promotional and entertainment events.

SUPERVISORY RESPONSIBILITIES: Oversees property marketing department staff, including Players Club and general office staff.

ACCESS TO SENSITIVE AREAS AND INFORMATION

Revenue Information; casino Research; Bally CMS System; Special Event Areas; Entertainment Backstage Areas; Audio/visual Rooms; Players Club

KEYS: Retail, Players Club, Administration, Special Events, Director's office, Audio/visual rooms

SIGNATORY ABILITY: Customer Comp Tickets; Promotion forms as defined and approved by the Gaming Commission; HR related forms; Purchase Requisitions; Any other appropriate forms and paperwork as assigned by Director of Operations.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. This position requires organizational and creative skills, the ability to work with a minimum of supervision and independent problem solving.

EDUCATION and/or EXPERIENCE: High school diploma or G.E.D. Minimum 5 years senior level marketing experience and/or training in the Hotel Resort Casino industry or with an advertising agency servicing the casino industry; or combination of education and experience. Must have excellent organizational skills, computer literate, solid financial understanding with the ability to develop budgets and proformas, the ability to work with all departments and have excellent customer relation skills. Must be able to communicate in English.

WORKING CONDITIONS/PHYSICAL DEMANDS: To perform this job successfully, the individual must be able to stand, move and work throughout the office area and properties, including walking up to 1 ½ mile, climbing stairs and sitting at a desk/work station for the duration of the shift. Also may be subjected to a smoke filled environment. Typically the individual will be housed in an office environment. The noise level in the work environment is usually moderate, but will escalate when located in the casino environment. Must be able to grasp, bend, lift and/or carry or otherwise move goods weighing a minimum of 25 lbs. on an intermittent basis, and sufficient dexterity of hand in order to use office equipment including, but not limited to: a computer keyboard, calculator, general office equipment and multi-line telephone.

CONTROLLER: EXEMPT (Y/N): Yes; **SUPERVISOR:**

Chippewa Cree Community Development Corporation

SUMMARY: Reviews and coordinates the preparation of all financial and operating reports of all departments; monitors the compliance with all operative procedures. Establishes and implements proper controls in: (a) financial reporting, (b) accounting procedures with detail audit trail, (c) cash operations procedures with detail audit trail and (d) confidentiality of all related information and documentation.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following (other duties may be assigned): 1. Supervises accounting staff who are responsible for accounts payable, revenue/cash receipts, general ledger, count team, and payroll. 2. Establishes or recommends to management, major economic or financial objectives and policies for the organization. 3. Prepares monthly financial statements and reports, which summarize and forecast organization business activity and financial position in areas of income, expenses and earnings based on past, present and expected operations. All report types and submission dates must comply with Bank Loan document stipulations. 4.

Thursday, January 03, 2008

Provides periodic cash flow and cash position analysis. 5. Directs preparation of annual operating budgets and monitors monthly variances to actual monthly results. 6. Advises and makes recommendations to management about insurance coverage for protection against property losses and potential liabilities. 7. Directs determination of depreciation rates to apply to capital assets. 8. Prepares all financial, internal control and compliance reports required by regulatory agencies.

SUPERVISORY RESPONSIBILITIES: Supervises payroll, purchasing, receiving, AP/AR, accountants, Cage/Vault, soft count supervisor, and auditor supervisor.

ACCESS TO SENSITIVE AREAS AND INFORMATION
HR personnel files with HR personnel present; Cage/Vault with Security and Cage personnel present; Payroll Dept.; Computer room; Supply and file storage; Financial information

KEYS: Administrative Space; Cabinet key

SIGNATORY ABILITY: Company checks and bank account documents (second signature required); Tax forms and company request for information; Personnel forms; Purchase requisitions

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: High school diploma or G.E.D. Previous financial management experience, office or controller in a Hotel/Resort or Gaming Industry for a minimum of five years. Must have a strong background in accounting. Effective people and supervisory skills are required. Strong organizational and communication skills are necessary with strong computer skills. Must be able to Communicate in English.

CERTIFICATES, LICENSES, & REGISTRATIONS: Degree in Business Administration; CPA preferred

WORKING CONDITIONS: Must be able to work in a smoke filled environment. Must be able to lift a minimum of 25lbs. Must be able to sit for extended periods of time.

EVENTS/TRAINING:

What: **Montana Indian Business Alliance
Quarterly Meeting**

Join us for a facilitated discussion about Indian youth entrepreneurship and how we can develop new partnerships to expand the capacity of programs that will positively impact Indian youth for generations to come.

When: Thursday January 24, 2008
8:30 a.m. to 4:00 p.m.

Where: **MSU Billings
(Downtown Campus)
2804 3rd Avenue North
Billings, MT**



"We must teach our children that it's okay to be business people"

Ron His Horse Is Thunder, Keynote Speaker-
MT Indian Business Conference and Showcase 2007

For lunch count please RSVP to Sandy Wood at 406-454-6226 or E-mail: swood@fib.com by January 17, 2008



NO ADVERSE IMPACT Preserving Our Watersheds Protecting Our Property Rights

- **Local Officials** -- Would you like to know how development in hazardous and environmentally sensitive areas can be fairly, properly, and legally regulated?
- **Builders** -- Do you worry about getting sued if a development you've built near a water body causes problems for others?
- **Landowners** -- Has nearby development in the floodplain adversely impacted your property? Are you concerned that local land use regulations may constitute a "taking" of your property rights?
- **All Montana Citizens** -- Would you like new development in hazardous and environmentally sensitive areas to be managed in a way that both preserves our watersheds AND protects our property rights??

If your answer to any of these questions is **YES**, you won't want to miss the opportunity to hear featured speaker Edward A. Thomas, Esq., developer of the No Adverse Impact (NAI) approach to floodplain and stormwater management.

NAI is defined as "...an approach that ensures the action of any property owner, public or private, does not adversely impact the property and rights of others." The objective of NAI is the safe and proper development of land subject to a hazard.

Mr. Thomas will discuss the origins of NAI, how it works in hazard management, how it's regarded by the courts, and how it can be applied to assure that the property rights of everyone in the community are respected and protected. Ed Thomas, with the Michael Baker Corporation of Quincy, Massachusetts, has 35 years of experience as a floodplain manager, disaster specialist, and attorney. .

This conference is targeted to:

- County Commissioners, Planning Board Members, and Tribal Leaders
- County Planners, Sanitarians, Floodplain Managers, and Emergency Managers
- Conservation Districts and Watershed Councils
- Public and Private Attorneys
- Ranchers and Other Landowners/Taxpayers
- Builders, Developers, Realtors
- State Legislators, State and Federal Resource Managers
- Grassroots Citizen Planning Groups
- Conservation Organizations
- All other interested citizens of Montana

Presentation on No Adverse Impact will address the following topics:

Legal Roots of a Do No Harm in Developing Land
Preventing Harm - Government's Rights and Duties
The Taking Issue
The United States Constitution and Court Decisions
How Efforts to Safely Regulate Can Be Challenged
Tools for Implementing NAI
A Call for Coordination among Water Resource Managers
Federal Disaster Assistance and Mitigation -National Flood Insurance Program

All presentations will provide ample time for questions and discussion.

This conference serves to meet Montana State Bar continuing legal education credits.

Our Sponsors:

Liz Claiborne/Art Ortenberg Foundation
Association of Montana Floodplain Managers
Butte Silver Bow County
Beaverhead County
Montana Smart Growth Coalition
Montana Fish, Wildlife & Parks
Dept. of Natural Resources & Conservation
Dept. of Environmental Quality



No Adverse Impact

Preserving Watersheds

Protecting Property Rights

AGENDA

DAY 1

8:00 Registration and refreshments

9:00 Welcome and Introductions

- Opening remarks - tba
- What will today look like?
- Why an NAI Conference – Beyond Setbacks - The Big Hole Experience
Garth Haugland, Beaverhead County Commissioner
Harold Peterson, Big Hole Rancher ♪ Both are Governing Board Members of the Big Hole Watershed Committee
- No Adverse Impact – A Quick Sketch
Mr. Edward A. Thomas Esq., Attorney, Michael Baker Corporation, Quincy Massachusetts

10:00 What Are the Threats – Understanding the Concerns (Panel)

- Hydrologic realities of floodplain and river movement- How does a floodplain function? ♪ *Karin Boyd, Fluvial Geomorphologist, Applied Geomorphology, Inc. Bozeman, MT*
- Ecological realities – Cost of floodplain development on riparian habitat, wildlife, birds, fish, and water quality ♪ *Chris Clancy (Fisheries Biologist) and John Vore (Wildlife Biologist), Montana Department of Fish, Wildlife & Parks*
- Economic realities - Health and human safety- Infrastructure impacts ♪ *Karl Christians, past Montana Floodplain Manager*
- Question and Answer

12:00 Lunch

1:00 No Adverse Impact ♪ *Edward A. Thomas*

2:45 Break

3:00 No Adverse Impact ♪ *Edward A Thomas*

5:00 Social Hour and Soak Break

6:30 Dinner

7:30 After Dinner Presentation

Real life example of how NAI has been implemented – or –
Regional Accounts (to be announced)

No Adverse Impact
Preserving Watersheds
Protecting Property Rights

AGENDA DAY 2

7:00 Breakfast

8:00 Recap of Previous Day – What Will Today Look Like?

8:10 No Adverse Impact – *Edward A. Thomas*

10:15 Break

10:30 Next Steps – Facilitated Round Table Discussion

*Panelists: Edward A. Thomas Esq., Attorney, Michael Baker Corporation, Quincy Massachusetts,
Stephanie Kruer, Attorney, Kruer Law Firm, Sheridan, Montana*

*Karl Christians, Montana Department of Natural Resources Conservation (past Montana Floodplain
Manager)*

Doris Fischer, Land Use Planning Specialist, Montana Department of Fish, Wildlife & Parks.

12:00 Lunch

Lunch Presentation

“Takings – A local government perspective” Δ Stephanie Kruer, Attorney

1:30 Facilitated Discussion

3:00 Closing Statements (to be announced)

No Adverse Impacts Conference

Registration

February 21 and 22, 2008 Fairmont Hot Springs Resort

Conference Registration

The Big Hole Watershed Committee welcomes anyone concerned about land use planning, particularly as it relates to development in our floodplains and riparian areas. Please complete, and mail in your registration form. Early registration deadline is February 8, 2008. Registration fees rise after that date.

Conference Sponsorship Packages

Corporate contributions help offset conference costs in exchange for raising the profile of your company. We are offering three levels of sponsorship - *Earth*, *Water*, and *Sky*. Sponsorship levels and benefits are as follows:

Earth - \$300

- One 8' x 10' exhibit table
- one conference registration
- your company name listed in conference program materials

Water - \$500

- Above benefits plus
- your company name displayed on conference signage
- your company logo prominently listed on front of conference program materials and any weblinks or homepages

Sky - \$1,000

- Above listed benefits plus
- One full page advertisement in conference program materials booklet (you provide your own design and verbiage)

Booth Registration

Booths will be made available for free to non profits, watershed groups, local government, and academics for use in sharing your accomplishments and resources. Booth space is limited so please register early.

Scholarship Application

We have (10) scholarships available on a first come first serve basis. Eligible applicants are watershed coordinators, conservation districts, local governments, academics, and individuals. Full or partial scholarships may be awarded. Under a full scholarship award, registration fee will be waived. Scholarship amounts will depend on funding availability and cannot be guaranteed.

Mail in your completed scholarship application with your registration.

Registration for conference sponsorship packages, booth registration and scholarship registration is found on the registration page following. If you have questions, please call Jill Luebeck, BHCW (406) 494-6216.

No Adverse Impacts Conference

Registration

February 21 and 22, 2008 Fairmont Hot Springs Resort

Print this form, complete it, and mail it (with payment) to the Big Hole Watershed Committee. Deadline for early registration is February 8, 2008. Make checks payable to the Big Hole Watershed Committee. Send completed registration form and check to the following address:

Conference Registration
Big Hole Watershed Committee
PO Box 931
Butte, MT 59703-0931

Name:

Title:

Organization:

Address:

City:

State:

Zip:

Phone:

Email:

I am applying for a scholarship ____ Yes ____ No (*Please refer to Scholarship Information on following pages*)

Check the meal functions you plan to attend (All meals are included with registration):

- ☐ 2/21/08 Lunch Buffet ☐ 2/21/08 Social Hour ☐ 2/21/08 Dinner Buffet
☐ 2/22/08 Breakfast Buffet ☐ 2/22/08 Lunch Buffet

Conference Costs	Amount per Individual	Number of Registrants	Total
Early registration due by February 8, 2008			
Early Registration Fee -through February 8, 2008 (Add \$50 late fee after 2/8/08) All meals included.	\$150.00		
Late Registration Fee – after February 8, 2008	\$200.00		
Sponsorship Package	Earth \$300		
	Water \$500		
	Sky \$1,000		
Booth Registration	Free (non-profits, watershed groups, local government, and academics)		\$00
Scholarship Applicant Registration Fee (please refer to following page for directions)	Fee waived for scholarship applicants. If you do not qualify, we will hold a place pending receipt of registration fee.		\$00
Total Amount Due:			

No Adverse Impact Conference

Scholarship Application

February 21 and 22, 2008 Fairmont Hot Springs Resort

Limited funding is available to defray registration costs for eligible applicants. Eligible applicants are watershed coordinators, conservation districts, local governments, academics, and individuals. Full or partial scholarships may be awarded. Under a full scholarship award, registration fee will be waived. Scholarship amounts will depend on funding availability and cannot be guaranteed. Those who are awarded a full scholarship will be reimbursed for the entire amount of their payment or a portion of the registration fee for which they have been awarded.

Deadline for first round of scholarship applications MUST be sent by January 18, 2008. There are ten guaranteed scholarships for the first round. **Second deadline for scholarship applications is February 8, 2008.** Second round applications will be awarded based on need and as funding permits.

Please complete the registration form and the scholarship application. Both forms and your check must be completed and mailed to BHCW, PO Box 931, Butte, MT 59703-0931

Name:

Title:

Organization:

Address:

City:

State:

Zip:

Phone:

Email:

Eligible Category:

☐ Watershed Group ☐ Conservation District ☐ Individual ☐ Student ☐ Local Government

Please respond to the following:

1) Anticipated conference costs (itemize expenses):

2) Amount of registration fee (if any) you/your agency can cover:

____ \$0.00 ____ other amount

3) Why do you need a scholarship?

No Adverse Impact Conference

Accommodations

February 21 and 22, 2008 Fairmont Hot Springs Resort

Hotel

A block of rooms has been reserved at Fairmont Hot Springs Resort for \$72/night for a single or \$99/night for a double, plus tax. The reservation number is **1.800.332.3272**. Please indicate that you are going to the No Adverse Impact Conference to receive your special rate and reserve by February 8, 2007



Remember to make your reservations by February 8 to get the special rate!

Check out more information about Fairmont Hot Springs Resort, along with directions and maps, by clicking onto their website at www.FairmontMontana.com.